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CITIZEN AIRMAN

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FGC

How the Force Generation
Center is improving support
to warfighting Airmen



Official Magazine of the Air Force Reserve

2021: FORWARD TOGETHER

Heroes of the Air Force Reserve:

As a command team, improving the lives of Reserve Citizen Airmen has been our guiding principle. To that end, we laid out our three strategic priorities: prioritizing strategic depth and accelerating readiness, developing resilient leaders, and reforming the organization. As we move into 2021, we will continue to accelerate our actions to achieve our objectives, setting our strategic priorities up for long-term sustainment.

The command chief and I are eagerly awaiting the opportunity to safely travel and see more of you throughout the year. While the vaccine rollout has given us hope that we will eventually get the pandemic under control, we must continue to remain vigilant. Letting our guard down at this point is like walking the last lap of a fitness assessment. It jeopardizes turning all of the hard work during the previous five laps into failure.

Our success in preserving readiness during the pandemic has largely been dependent on trust and open communication. We worked with our subject matter experts to get as much information as possible to each unit. Based on that information, we trusted our command teams' ability to keep Airmen healthy by tailoring preventative measures by location, based on their knowledge of local conditions. Finally, we trusted that every Airman would remain conscientious about implementing basic countermeasures and responsibly accessing personal risks.

As leaders, trust is the currency we work with. In December, the Department of the Air Force publicly released its report on the Air Force Inspector General's independent review into racial disparity. I encourage you all to read



Lt. Gen. Richard Scobee and Chief Master Sgt. Timothy White received their first COVID-19 vaccination shots in early January. They encourage all Reserve Citizen Airmen to remain vigilant as the country continues to work to get the pandemic under control. (Tech. Sgt. Nicholas A. Priest)

the report and think critically about it. Understanding the contents of the report is important for our organization. While the report assessed racial disparity exists throughout the service, it did not examine its root causes. That work is ongoing, with an additional progress check anticipated within the next six months.

Our commitment to creating a culture of diversity and inclusion remains unfaltering. Trust, between ourselves as Airmen and in our institution, hinges on our ability to learn and grow. Leaders at all levels must have the emotional intelligence to have tough conversations and learn about the individual experiences of the people they serve alongside. Learning about our differences strengthens us as a team by helping us incorporate different perspectives and experiences.

Where trust thrives, so does innovation. When Airmen are valued, they are empowered to bring new ideas to the table. By continuing to foster a culture where everyone is appreciated for what they bring to us, we reinforce the fact that we value each individual. Valuing each person is key to ensuring that everyone is able to reach their fullest potential in our organization.

Institutional trust is built through transparency. In addition to the Department of the Air Force's Racial Disparity Review, I asked our team to complete an Air Force Reserve internal Racial Disparity Review to examine those processes we own. One of the team's primary goals is



maximum transparency throughout the review.

In January, the team completed its first major milestone, in which it identified processes that need assessment. Going forward, the team will investigate racial disparity in these process areas and develop data-driven recommendations. Our goal is to provide the information to the field on its finding along with any changes that are implemented as a result. Once our initial review is complete, we will continue to assess progress through our Diversity and Inclusion Office.

Building and maintaining trust is a commitment. It is a commitment to continually cultivate an environment in which each of our Airmen are able to maximize their potential. It is an ongoing conversation based on mutual respect. The culture of our service is one of constantly striving to improve. As we go into 2021 together, let's recommit to making the best Air Force Reserve possible by preserving our readiness, enhancing trust and providing combat power to the nation at the best value for the American people. Thank you for all you do. ■

RICHARD W. SCOBEE
Lieutenant General, USAF
Chief of Air Force Reserve
Commander, Air Force Reserve Command

RACIAL DISPARITY REVIEW HIGHLIGHTS IMPORTANCE OF TRUST

During the holidays I spent some time reading the Air Force Inspector General's report on the recent Racial Disparity Review. First of all, I want to thank every one of you who took the time to provide your input to make this review possible. More than 123,000 members of our Air Force family took the time to respond to the survey.

Everyone is a leader in some capacity, and as leaders we need to be both mentally and emotionally prepared to address our wingmen's concerns about some of the findings in this report. Mental preparedness starts with doing the homework of reading the report and talking about it as leadership teams. When it comes to something this important, you don't want to be like the student who didn't do the reading and then gets called on by the teacher. Many of our Airmen opened up to talk about traumatic experiences in the hope that their leadership would take steps to make meaningful and lasting change.

As I thought more on the report, I was reminded of one of Colin Powell's most referenced quotes on leadership: "Leadership is solving problems. The day the soldiers stop bringing you their problems is the day you stopped leading them. They have either lost confidence that you can help them or concluded that you do not care. Either case is a failure of leadership." This is an area where we have some work to do.

The report provided us with the "what," but it did not reveal the "why." Reasons behind racial disparity in our Air Force will be addressed in a follow-on report this summer as we continue to gather more information and analyze data.

However, it did highlight one problem that we as leaders need to address. That problem is one of trust. Reserve Citizen Airmen have to trust that their leadership will listen to their concerns and thoroughly address them. That may mean that we have to hear some things that are uncomfortable for us or contradict our own perceptions of the world.

Every one of us has blind spots. Leading an organization while believing you don't have blind spots is like driving a car without using the mirrors: you may be able to get somewhere, but you're going to make a lot of your fellow travelers very uncomfortable.

Learning about what makes us different doesn't make us focus solely on our differences, but instead helps us appreciate what each person brings to the table. Use the mirrors in your life, those who view things from a different angle, to better understand how your actions affect those around you.



As this screen shot from a recent Yellow Ribbon event shows, the Air Force Reserve is an extremely diverse organization. The Reserve must now focus on ensuring all Reserve Citizen Airmen are treated equally and have the same opportunities for career progression. The recent Racial Disparity Review is the first step in this process. (Courtesy photo)

Over the years, my own mindset has changed. I've learned words matter. As I've learned and grown as a leader, I've learned to embrace change and accept the fact that today's military is different than the one I enlisted in 31 years ago. Today we are better.

I've learned we must acknowledge our individual problems and shortcomings, as well as those within our organization. Problems are opportunities to lead. They provide an opportunity for us to present the best version of ourselves. If each of us commit to being the best version of ourselves, no challenge, obstacle or foe will be able to defeat us.

The boss and I eagerly look forward to being able to safely travel to see you in person. Until then, please feel free to share your thoughts, issues or concerns with me at afrc.ccc@us.af.mil. As always, it's an honor and privilege serving as your command chief. ■

TIMOTHY C. WHITE JR.
Chief Master Sergeant, USAF
Senior Enlisted Advisor to the Chief of Air Force Reserve
Command Chief Master Sergeant, Air Force Reserve Command

Table of FEATURED STORIES



Master Sgt. Stephen Schester

06

The Force Generation Center

Committed to serving our warfighting Airmen in today's and tomorrow's fight



Courtesy photo

10

Obsessed with Aviation

Indian immigrant living the American dream, shooting for the stars in Air Force Reserve

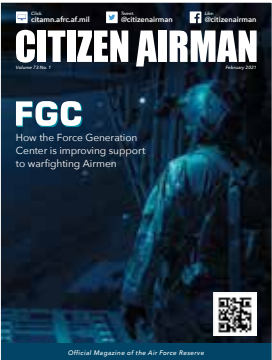


Courtesy photo

16

Hard Work Pays Off

Defender selected to become active-duty drone pilot



ON THE COVER:

The Force Generation Center is the single organization responsible for generating Air Force Reserve forces by leveraging Reserve strategic capability to meet operational needs in support of global force management. For more on what the FGC is doing in support of the Air Force Reserve's strategic priorities, see the story on page 6. (Photo illustration by Anthony Burns, original photo by Staff Sgt. Marleah Miller. A color gradient technique was added to the original image.)

CONTENTS

NEWS & PEOPLE

Standing Up to Cancer Reserve Citizen Airmen fights rare disease with unit's support . .	13
Racial Disparity Review Focused step toward equal treatment for all	14
Fuels Management Flight Keeps 445th C-17s flying	17
Ready for Anything CBRNE defense course keeps Airmen prepared	18
ARPC News Major promotion, captain continuation boards postponed	19
Flexible and Resilient Pacific Reservists host unique Yellow Ribbon event	20
Breaking Barriers Expeditionary wing selects first woman Reserve command chief . .	21
Wingman Saves Command stands up program to promote crisis intervention	22
HQRIO News Individual medical requirements are your responsibility	23



Tech. Sgt. Brigette Waltermire

Chief Master Sgt. Dana Capaldi, command chief for the 379th Air Expeditionary Wing, speaks with Airmen at Al Udeid Air Base, Qatar. Capaldi is the first Reservist and first female command chief in the history of the 379th AEW. For the story, see page 21.

CITIZEN AIRMAN

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The Force Generation Center

Committed to serving our warfighting Airmen in today's and tomorrow's fight



A Commentary By Lt. Col. Brett J. Dorey

"Accelerate, change or lose ..." When Gen. Charles Q. Brown issued this provocative edict days after taking the seat as our newly appointed chief of staff of the Air Force, it was an intentional call to Airmen everywhere on the imperative to reimagine and reengineer our Air Force to meet the strategic demands of tomorrow's fight.

Having spent the last year at Air War College studying our rapidly evolving security environment becoming more and more defined by reemerging great power competition, Brown's decree seemed timely. As a newly assigned division chief in Air Force Reserve Command's Force Generation Center, the opportunity to directly impact our Reserve Citizen Airmen's readiness seemed unparalleled. My excitement grew as I discovered the FGC team already aggressively leaning forward into this mindset.

Brig. Gen. Stacey Scarisbrick, AFRC Force Generation Center commander, leads a Crisis Action Team meeting inside the FGC conference room in December. (Master Sgt Stephen Schester)



Above, Paul Jordan and George Broadie, assigned to the FGC's Mission Planning and Execution Branch, have been extremely busy this past year working clean corridor options to support Reserve Citizen Airmen traveling to and from their deployed location. Right, Audrey Delaney, a deployment readiness planning specialist assigned to the Aviation Branch, coordinates sourcing solutions for an upcoming deployment. (Bo Joyner)



Aligned with AFRC Commander Lt. Gen. Richard Scobee's priorities for the Air Force Reserve of prioritizing strategic depth and accelerating readiness, developing resilient leaders, and reforming the organization, the FGC is intensely committed to being the single point of fusion for the command's warfighting readiness posture in today's and tomorrow's fight.

Accelerating Readiness

As recently as 2019, the FGC began working with our Guard counterparts at the Air National Guard Readiness Center and the Headquarters Air Force War Planning and Policy Division to revamp how the Air Force mobilizes Reservists in support of combatant commander requirements around the globe.

While still somewhat transparent to the majority of our Reserve Citizen Airmen, this working group's outcome resulted in the newly minted Air Reserve Component Mobilization Process, which added significant agility and flexibility to the mobilization process. Essentially, the process and policy updates gave

commanders more flexibility to fill a tasking by delegating authorities for change management and substitutions. These efforts not only added agility to the process, but also resulted in considerably fewer reclassifications for the command.

Additionally, the FGC also reengineered a deliberate approach to our exercise participation across the command. The result will realign our readiness preparation to match our deploy-to-dwell mobilization windows. This newly purposed exercise posturing will reprioritize local exercise participation during dwell periods and combatant commander-sponsored exercise participation during deployment preparation windows. This effort will ensure our Reserve Citizen Airmen are relevant to emerging requirements as defined by our geographic combatant commanders.

Developing Resilient Leaders

Over the past year, the FGC has also been busy restructuring and rebuilding its team to ensure it is ready to support the evolving needs of our security landscape.

First, FGC leadership drove a 100% review for all the position descriptions for our full-time workforce. This review resulted in a myriad of reclassification efforts, including position description rewrites, position upgrades and internal realignments of manpower.

This restructuring focused on recruitment, retention and development of our civilian workforce. Additionally, the FGC successfully converted 15 Air Reserve Technician positions to Active Guard and Reserve positions across the center.

Finally, leadership reclassified many military positions from general staff Air Force Specialty Codes to more specific requirements to ensure the team had the right skillsets in the right positions. These actions resulted in the FGC overcoming a mission-critical manning shortage to being almost 100% manned over the course of the past year.

Additionally, the FGC has devoted considerable time to professionalizing its teammates both internally and externally.

Internally, the FGC has developed controls to track major programs and processes; institutionalized officer, enlisted



Thomas Grissinger, chief of the FGC's Security Cooperation and Exercise Branch, discusses AFRC's 2021 deliberate exercise process schedule with Senior Master Sgt. Eric Vesey and Senior Master Sgt. Mary Fisher, regional combatant commander expeditionary combat support planners, and Rhonda Grigger-Evans, the FGC's resource management specialist. (Bo Joyner)



Above, Oscar Lopez, chief of HQ AFRC's Command Post, monitors e-mail traffic. The Command Post recently moved to co-locate with the FGC Battle Watch. Below, Senior Master Sgt. Erica White, a mobilization analyst assigned to the Agile Combat Support Branch, trains Sarah Johnson, a newly hired deployment readiness planning specialist. (Bo Joyner)



and career field-specific professional development forums; hosted various wellness training seminars; and conducted various team building events.

Externally, the FGC reinvigorated its outreach to units starting with hosting a virtual mobility conference with all units identified for mobilization in Reserve Component Period 06.

In September, the FGC also began hosting monthly telecons again with wing leadership for units presently mobilized and those postured to mobilize. In October, the FGC even restarted unit visits. Although COVID forced most of these engagements into virtual forums, FGC leadership remained flexible in exploring different platforms to host and consistently sought feedback to ensure we remained responsive to the needs of our internal and external customers.

Reforming the Organization

What I believe has been most impressive about the FGC is the team's exhaustive efforts to reform itself into the team our Air Force Reserve and nation needs for today's and tomorrow's fight.

Since September 2019, the FGC has conducted nine continuous process improvement events. CPIs are no small undertaking. Anyone who has been part of a CPI knows the significant preparation and required follow-through. The outcomes, however, can be considerable, especially with the fiscal constraints of the defense budget so heavily focused on recapitalizing our aging infrastructure. Here is a list of the events the FGC conducted since September 2019:

- Airmen Mobilization Package Processing (Sept. 2019)
- Functional Area Representatives AMP Standardized Work (Nov. 2019)
- Battle Watch Data Collection Process (Jan. 2020)
- Crisis Action Team Command, Control and Communications Improvements (April 2020)
- Request for Information Processes (Sept. 2020)
- M4S Processes (Oct. 2020)

- Deployment Orders Cell Processes (Oct. 2020)
- Single Mobility System and Threat Working Group Processes (Nov. 2020)
- Transportation Processes (Nov. 2020)

Like all CPIs, these events focused on identifying and reducing wasted energy, overcoming communication barriers and evolving our services to better serve our customers. To ensure our customers remained at the forefront of our solution sets, each event had internal and external customer representation.

Having participated in three of these CPIs, I have been amazed to watch the team's dedication and ingenuity as they endeavored to reengineer, reimagine and, in some cases, reinvent their processes to be better for our Reservists.

CPIs haven't been the only vehicle for change in the FGC. Arguably, one of our most significant efforts to date to reimagine how we can better serve our customers has been our beta test to evaluate the possibility of centralizing mobilization orders production at the FGC.

The test was aimed at getting Airmen their deployment orders 180 days before their deployment to maximize their pre-deployment Tricare benefits.

The beta test included eight units and 895 Airmen deploying in RCP05. Overall, the test successfully cut the average processing time from 59 days to approximately seven days for most units involved in the test.

The FGC is currently advocating within the command's corporate process to adopt this mission, with plans to support mobilization requirements for the entire Air Force Reserve starting with RCP07.

Reflection

As I pause to reflect on what the FGC endeavored this year, I am humbled to be part of this incredible team. The FGC's willingness to reform itself ensured it was ready when COVID-19 turned our world upside down. We were ready!

The FGC facilitated sending 125

Reserve Citizen Airmen from across the country to the front lines in New York City in less than 48 hours, a first for our Air Force Reserve.

As we consider the uncertainty of our evolving geostrategic landscape, there is little doubt that we need to evolve to face tomorrow's challenges. It is a privilege to be part of a team so faithfully committed to serving our nation and meeting the challenges of tomorrow's fight. We will be ready!



Specialists inside the FGC Battle Watch work behind the scenes during a Crisis Action Team briefing on the COVID-19 vaccination in December. (Master Sgt. Stephen Schester)



Scarbrick and other Reserve Command senior leaders meet in person and via video teleconference to discuss COVID-19 vaccination issues. (Master Sgt. Stephen Schester)

As our FGC motto decrees: **Ne Quid Pereat! ... "That Nothing Be Lost!"**
#ReserveReady #ReserveResilient
#ReserveReform
(Dorey is the FGC's Systems Division chief.)



Airman 1st Class Sorav Basu Roy (left), an air transportation specialist assigned to the 482nd Fighter Wing, Homestead Air Reserve Base, Florida, and a commercial airline pilot with United Express, is living the American dream. Basu Roy came to the United States from India and was able to attain his pilot's license and work his way to the rank of captain as a civilian pilot by the age of 24. (Courtesy photo)

Obsessed with Aviation

Indian immigrant living the American dream, shooting for the stars in Air Force Reserve

By Master Sgt. Chance Babin



Airman First Class Sorav Basu Roy, an air transportation specialist assigned to the 482nd Fighter Wing, Homestead Air Reserve Base, Florida, and a commercial airline pilot with United Airlines, is living the American dream.

Born and raised in the small, mountainous and underdeveloped city of Agartala, India, Basu Roy had big dreams as a little boy, and, thankfully, parents who encouraged him to shoot for the stars.

"My childhood dream was to be an astronaut someday," he said. "But, in my society there was so much prejudice that not many people supported me, except my parents."

He recalled writing an essay on his life goals when he was just 6 years old and receiving an unusual reaction from his teacher about his future aspirations.

"I wrote an essay saying I would like to be an astronaut and how I would start by being a pilot," he said. "But my teacher got mad at me. She thought I was being a daydreamer even though I was a good student at the time. She spanked my hands with a bamboo stick until my palms got red. She even made fun of me with a few other teachers. But I believe those kinds of experience made me a strong and successful person today."

Unlike his teacher, Basu Roy's parents supported his dreams.

"I remember my parents said, 'if you dream big over here, people will think you are crazy. We will work very hard and save money so we can send you to the only land of opportunity, which is the United States of America. Nobody will judge you there. You will have enormous opportunities and freedom.'"

Basu Roy continued to do well in school and he never lost his passion for aviation and space.

When he was 18, his parents decided it was time to send Basu Roy to the United States.

"We had many family members and friends living in the U.S.," he said. "For my parents, it was the best place they could send their only child. I think that decision forever changed my life."

Within 19 days of arriving in the United States, Basu Roy began flight training. Having spent endless hours on a computer-based flight simulator growing up in India, he was well prepared for the actual training.

"My instructor was so happy that I already knew so much about the aircraft," he said. "On top of that, I was able to do all the maneuvers by myself without his intervention. In my first entry in my pilot logbook, he wrote 'Excellent Job.'"

Basu Roy did his first solo flight when he was 19 and he passed his first exam for his private pilot's license with flying colors. He received his instrument rating and his commercial pilot's license in just six months.

With his pilot certificates in hand, he enrolled at Miami Dade College to work on his associate's degree and began working toward his certified flight instructor rating.

He earned an associate of science degree in pilot technology and a bachelor of science degree in information technology as a distinguished graduate while simultaneously pursuing his aviation career.

"Four years ago, when I started flying as a flight instructor, I trained many new pilots who passed with flying colors and now work for airlines worldwide," he said.

An accomplished flight instructor, Basu Roy accepted a job with Air Wisconsin Airlines, a regional partner of United Airlines.

"I joined them as a first officer about three years ago and accumulated more than 3,000 hours in total flight time. I now have more than 1,500 hours in jet time," he said.

An airline captain at age 24, Basu Roy turned his attentions to reaching his lifelong dream of becoming an astronaut.

"I applied for the U.S. Navy in 2016, thinking that someday it will open a pathway for me to apply for Test Pilot School, which will make it easier for me to one day be a NASA astronaut," he said.

During his application process, the Navy stopped recruiting people without a residency card due to a government directive. Undeterred, Basu Roy continued to look for a way to chase his



Basu Roy, shown here with his parents and a cousin at the Newark, New Jersey, airport, credits his parents with supporting his dream of becoming a pilot and, possibly one day, an astronaut. (Courtesy photo)

While he will begin his Air Force Reserve career as an air transportation specialist, Basu Roy, shown here with a fellow United Express pilot, hopes to eventually get selected by a Reserve pilot board. (Courtesy photo)



dreams of becoming an astronaut and serve his country. Since he is not an American citizen yet, he is not eligible to be an Air Force pilot. But he talked to an Air Force recruiter who explained that he could enlist. He set his sights on joining the Air Force Reserve.

“When I first met Basu Roy, I was impressed because he was a 24-year-old airline pilot,” said Tech. Sgt. Reynaldo Rodriguez, a line recruiter with the 351st Recruiting Squadron. “He was willing to join as an enlisted member, with hopes of becoming a pilot later. He did whatever we asked of him. He has always been motivated. He has always been active and confident in everything he does.”

Basu Roy was all set to join the Reserve in late 2019, when an opportunity he couldn’t refuse came up. He received an offer from United Airlines to transfer from the regional carrier to the main airline.

“So I stopped the enlistment process for some time,” he said. “My plan was to start with United and then eventually enlist in the Reserve.”

“Back around November of 2019, he told me he had to take a break because he was transferring airline positions with United,” Rodriguez said. “I told him that was a great civilian opportunity and to not pass it up. He appreciated the honesty and said he would definitely stay in touch and continue the process some day. To be honest, I wasn’t sure if I would ever hear from him again.

When the COVID-19 pandemic hit and the commercial aviation industry suffered a major slowdown, Basu Roy thought it would be the perfect time to begin his military career.

“I saw that the aviation industry would take at least another year to recover completely,” he said. “I decided to complete my process for enlistment and training with the Air Force Reserve.”

While he is excited about serving as an Airman, he still has some loftier goals in mind.

“My job for now will be air transportation,” he said. “My immediate next goal is to get selected by any pilot board within the Air Force Reserve, anywhere in the continental United

States for an undergraduate pilot training slot and eventually make it to the Test Pilot School.”

With his sight set on still becoming an astronaut some day, he has started working on earning his doctoral degree in unmanned aerial systems.

“This year, for the first time, I applied for NASA’s astronaut program as a civilian,” he said. “I know nobody gets selected as an astronaut on the first attempt, so I will keep on tying until I fulfill this life goal from my childhood. I will be an Air Force Reserve pilot and then, soon enough, a NASA astronaut. That day will be my dream come true.”

While he continues to chase his dreams, Basu Roy gives a lot of credit for the success he has achieved so far to his parents.

“I believe I am a photocopy of my father,” he said. “He was a highly respected and now-retired police officer and a president medal awardee. My mom was a housewife. They taught me early in life how important it is to have high moral and ethical values. Watching them, I learned how to value an organization and have high respect for people in uniform or people in general. We should make sure we do our best to make our employer succeed. I inherited that kind of strong work and life ethics from them.”

He also gives a lot of credit to the people who have helped him in his new country.

“I am so grateful to the United States of America and its people,” he said. “A lot of credit goes to those who came into my life and left a positive impact on me. I can succeed in my life because of the help I got from so many kind people. I would like to thank the United States of America for giving me so many enormous opportunities. This is and will forever be a land of opportunity. Dreams do come true here. God bless America!”

#ReserveResilient

(Babu is assigned to the Air Force Recruiting Service public affairs office.)

■



Senior Airman John May poses with some of the awards he has earned during his service with the Air Force Reserve. May has been fighting a rare form of cancer since 2018 with the help and support of his fellow Reservists at Little Rock Air Force Base, Arkansas. (courtesy photo)

A Reserve Citizen Airman assigned to the 913th Airlift Group, Little Rock Air Force Base, Arkansas, is fighting a rare form of cancer with a lot of help from his fellow Reservists.

In Aug. 2012, Senior Airman John May joined the 913th Maintenance Squadron at Little Rock as a traditional Reservist. He later made the switch to the 96th Aerial Port Squadron. In April 2018, he was training for his first deployment with the unit when he was diagnosed with a rare cancer, alveolar rhabdomyosarcoma.

May was devastated, not just because of the diagnosis, but because he was not able to deploy with his fellow Airmen.

Doctors immediately removed a tumor near his eye and followed up with radiation and chemotherapy. They said he was fortunate not to lose his eyesight.

“February of 2018 is when my symptoms of cancer first appeared,” May said. “I thought it was a severe sinus infection. Later on in April, while getting my physical for pre-deployment, they discovered a tumor the size of a baseball. This prompted the doctors to perform a

10-hour surgery to remove the tumor.” The procedure left him with several areas of titanium plating and mesh to replace areas of eroded bone.

Since his initial diagnosis, he has received the “all clear” from cancer twice; but it has reemerged three times since then. He is currently fighting the battle once again.

“A year later, after undergoing chemo and radiation, they found the cancer had metastasized and spread to distant parts of my body,” he said. “Doctors are now working to aggressively treat the cancer.”

May’s surgeries and subsequent treatment left him with visible scars, but did not alter his commitment to the Air Force and his fellow Airmen.

“I, along with his fellow Airmen, couldn’t ask for a better wingman,” said Master Sgt. Debra Gingrich, the 913th AG’s Development and Training Flight program manager. “I saw how devastated he was when he couldn’t deploy. He is the type of person I want to serve with.”

Gingrich is helping lead efforts at Little Rock to support May as he continues to battle cancer.

Standing Up to Cancer

Reserve Citizen Airman fights rare disease with support from his unit

By Maj. Ashley Walker

“As a unit, we donate to charities each year to give back to the communities that support us,” she said. “We’ve supported John throughout his battle with cancer. This year we decided to help John as our official unit fund-raiser event.”

The unit also hosts blood drives throughout the year through a partnership established by Gingrich with the Arkansas Blood Institute in 2016. The unit held a drive in January that benefited May through the institute’s credit-to-patient plan.

This plan provides credits to May that offer financial assistance for services not covered by insurance.

“I am beyond thankful for my military family,” May said. “Their ongoing efforts to provide blood products, host fund raisers and their regular check-ins have played a major role in my motivation to continue the fight against cancer. Thank you all!” #ReserveResilient

(Walker is assigned to the 913th Airlift Group public affairs office.)

■

Racial Disparity Review



Air Force, Air Force Reserve take focused step toward equal treatment for all

By Bo Joyner



Following a tumultuous spring and summer of 2020 marked by civil unrest, protests and demonstrations across the country, the Air Force and Air Force Reserve embarked on a journey to focus more on diversity, inclusion, equal treatment for all Airmen and improved race relations within the ranks.

As an initial step, last June the secretary of the Air Force and the Air and Space Forces service chiefs ordered an Air Force Inspector General independent review into racial disparity. The IG review focused specifically on assessing racial disparity in military discipline processes and personnel development and career opportunities as they pertain to Black/African-American Airmen and Space Professionals. The narrow focus was necessary to enable a prompt yet thorough assessment. Subsequent efforts to be undertaken as a result of the review will not be exclusive to a single minority group.

In July, Lt. Gen. Richard Scobee, AFRC commander and chief of the Air Force Reserve, ordered an Air Force Reserve Racial Disparity Review to examine Reserve-unique processes to supplement the Air Force-wide review.

“While the Air Force Racial Disparity Review includes the Air Force Reserve, I thought it was important that we take a closer look at all of those things that make the Reserve unique through the lens of racial equality to ensure that all of our Reserve Citizen Airmen are being treated fairly and have all the same opportunities,” Scobee said on Jan. 8 as he and other senior leaders received a briefing on Phase 1 of the AFRC Racial Disparity Review. Phase 1 focused on identifying Reserve-unique programs and policies that require review. Phase 2, which is scheduled to run through June of this year, will focus on completing process assessments and implementing countermeasures.

The Reserve Racial Disparity Review Board is looking at a host of programs and processes from a racial equality perspective, including the Reserve Brigadier General Qualification Board, colonel assignments, administrative separations and other adverse actions, potential biases in hiring practices, position vacancy promotions and award recognition rates, among others.

In releasing its report on the findings of the IG review in December, the Air Force confirmed that racial disparity exists

for Black/African-American Airmen and Space Professionals in the areas of military discipline and career development opportunities. Specifically, varying degrees of disparity were identified in apprehensions, criminal investigations, military justice, administrative separations, placement into occupational career fields, certain promotion rates, officer and civilian professional military educational development and some leadership opportunities.

According to the report, the data does not address why racial disparities exist in these areas, and that while the data shows race is a correlating factor, it does not necessarily indicate causality.

“I think it’s really important to note that the Air Force report provided us with the ‘what,’ but it didn’t reveal the ‘why,’” said Chief Master Sgt. Timothy White, AFRC’s command chief master sergeant and Scobee’s senior enlisted advisor. “Finding out why certain groups of people are treated differently will go a long way toward ensuring there is the necessary trust between all Airmen and their leaders in the Air Force and Air Force Reserve.”

Although the review’s primary focus was on identifying the degree to which racial disparity is present, the IG team conducting the review received a large volume of firsthand accounts of experience with bias, as well as individual acts of racism. According to the report, while it is impossible to validate experiences reported during feedback sessions or within the survey, the themes that emerged from the feedback make it reasonable to conclude that individual acts of racism have occurred in the Department of the Air Force.

Additionally, the review highlighted feedback from a significant number of Black Airmen who voiced distrust in their chain of command to address racism, bias and unequal opportunities within the Air Force. The majority of Black survey respondents also felt that Black/African-American Airmen are not given the benefit of the doubt by their chain of command when it comes to military discipline.

Air Force Chief of Staff Gen. Charles Q. Brown Jr. acknowledged the critical feedback and the need to build and maintain trust between Airmen and Space Professionals and their chains of command.

“The IG’s survey and interviews are noteworthy in that they empowered Airmen and Space Professionals to provide their unfiltered personal perspectives and experiences, and they delivered loud and clear,” he said. “Racial disparity isn’t an easy topic, and something we don’t traditionally talk about much throughout our levels of command. This report and the many engagements with Airmen and Space Professionals have increased chain of command awareness and an opportunity to build trust. Now we must all move forward with meaningful, lasting and sustainable change to do so.”

The IG review provides a preliminary roadmap for addressing racial disparity within the Air Force. As a next step, the Air Force has begun root cause analyses and will provide updated action plans, as appropriate, to the secretary of the Air Force and the Air and Space service chiefs.

The IG will release a progress report six months after the report’s initial publication, followed by an annual review. Both of these assessments will be publicly released and provided to all Airmen and Space Professionals.

Concurrent with the IG’s review, Air Force and Air Force Reserve senior leaders conducted multiple listening sessions with Air and Space Force members to gain additional insight and perspectives.

Additionally, the Air Force stood up a task force to comprehensively address the issue of racial, ethnic, gender and other demographic differences and their impact on the Air and Space Forces. Two Reservists, Col. Eltressa Spencer, the director of Air Force Reserve Command’s Commander’s Action Group, and Senior Master Sgt. Kenya Jackson, the aircraft armaments functional manager in AFRC’s Logistics, Engineering and Force Protection Division, serve on the task force.

Since June, the task force has facilitated additional tracking of administrative discipline data, to include demographics; increased Reserve Officer Training Corps scholarships at Historically Black Colleges and Universities; revised dress and appearance regulations; advocated for acceptance of a Super-Score combination for the Air Force Officer Qualifying Test, which gives the applicant the opportunity to use their highest score from each part of the test; created partnerships with African-American fraternities and sororities and the Congressional Hispanic Caucus Institute; established a sixth team as part of the Barrier Analysis Working group (Asian-American/Pacific Islander); and initiated the Department’s new “GO Inspire” program designed to increase Air and Space Force general officer outreach to youth to increase diversity in operational career fields and the broader force.

In October, the task force transitioned into the Diversity and Inclusion Office, which will report directly to the Secretary of the Air Force. The IG’s report recommends that this office also review the report’s findings and assess applicability to broader D&I initiatives.

Scobee said he was confident the Reserve’s Racial Disparity Review team can help the command reach its goal of ensuring all members of the Reserve team are treated equally and fairly and that they all have the same opportunities for career progression and development.

“If you would have asked me two years ago, I would have told you that I was happy where the Reserve was from a diversity and inclusion standpoint,” he said. “But now, it’s clear that we still have a lot of work to do. The Racial Disparity Review is a good first step toward getting that work done.”

The full Air Force Racial Disparity Review report can be found at <https://www.af.mil/Portals/1/documents/ig/IRDR.pdf>. #ReserveReady #ReserveResilient #ReserveReform

(Much of the information in this story was taken from a Secretary of the Air Force Public Affairs news story.) ■

Hard Work Pays Off

Defender selected to become active-duty drone pilot

By 1st Lt. Rachel Ingram



Staff Sgt. Jalen McMahan, who was assigned to the 445th Security Forces Squadron at Wright-Patterson Air Force Base, Ohio, for eight years, was recently selected to become an active-duty remotely piloted aircraft pilot. (Courtesy photo)

A Reserve Citizen Airman assigned to the 445th Airlift Wing, Wright-Patterson Air Force Base, Ohio, headed to drone pilot training in early 2021, following eight years of service to the 445th Security Forces Squadron.

During the squadron's 2018 deployment to Kuwait, Staff Sgt. Jalen McMahan, fire team member, completed accelerated online classwork toward a master's degree in justice administration. He balanced his course load with the demands of high-tempo deployment operations, at times working upward of 12-hour shifts.

As soon as he returned to the United States, he contacted a recruiter to apply for an active-duty commission in the Air Force. With both his undergraduate and graduate degrees in the field of criminal justice, along with four years' civilian experience as a corrections officer, he anticipated that if he was selected, it would be for a security forces role.

"I always wanted to be a pilot, but I just never thought I'd get there," McMahan said. "During that deployment, I simply focused on doing my job well, putting in the academic work to advance my career and poising my family for the future."

For McMahan, this next step has been a long time coming. He was notified of his selection to become a remotely piloted aircraft pilot in December 2019. He was scheduled to report to Officer Training School in Alabama Jan. 5 of this year. Following graduation, he will attend advanced training in both Colorado and Texas.

"I'm excited to tackle something new and push myself," the 28-year-old said. "I'm planning to carry what I've learned from my mentors and teammates here as I transition into active duty."

McMahan and his wife, Tanner, are both Ohio natives. When they wed in 2017, the wedding party included friends McMahan met at the 445th.

"I will miss the family I've found in this squadron," he added. "I was looking for a new challenge, but it's going to be a big change to leave this behind."

When asked what the future holds, McMahan said he hopes that once he settles at his permanent-duty station, he and Tanner can explore new places, go backpacking and purchase their first home together. #ReserveResilient

(Ingram is assigned to the 445th Airlift Wing public affairs office.)



Fuels Management Flight Keeps C-17s Flying

By Senior Airman Erin Zimpfer

Senior Airman Jeremy Miller, fuels technician, and Tech. Sgt. Richard Blake, NCO in charge of operations, 445th Logistics Readiness Squadron fuels management flight, service liquid oxygen carts during the November unit training assembly.

Fuel keeps the world moving and on the go. With the global mission of the Air Force Reserve's 445th Airlift Wing, Wright-Patterson Air Force Base, Ohio, it is essential that the wing has the resources needed to keep flying around the world.

One critical component that keeps operations running smoothly in the wing is the 445th Logistics Readiness Squadron's Fuels Management Flight. The flight performed its November 2020 unit training assembly during the week, instead of on the weekend.

"Performing our UTA during the week and having contractors readily available allowed the Airmen to complete the bulk petroleum contingency report (commonly called the REPOL)," said 2nd Lt. Libya Binford, 445th LRS fuels management operations manager.

Binford described the REPOL report as a monthly inventory snapshot to show the fuels assets each installation has available.

"The report accounts for the jet fuel, diesel, unleaded gasoline, liquid oxygen, de-icing fluids as well as personnel, equipment and vehicle inventory for the base," said Binford.

Producing the REPOL report is a great opportunity for the fuels management flight as it allows members to inspect every aspect of the fuels systems housed at Wright-Patterson Air Force Base.

During the UTA, the fuels management Airmen performed quality testing on the liquid oxygen and serviced the systems and cryogenic components. The storage and management of all different types of fuels is a full-time job. The flight includes traditional Reservists, Air Reserve Technicians, Active Guard Reserve Airmen and contractors from the Defense Logistics Agency, all working together.

"These liquid oxygen carts are installed on the aircraft and are the source of oxygen for aircrew members during flight," explained Binford. The fuels systems and equipment at Wright-Patterson undergo extensive daily, weekly and monthly inspection and testing.

Binford said contractors have been utilized since 1979 at Wright-Patterson and are responsible for all fuels operations for the 88th Air Base Wing.

"Having two Airmen from the 445th Fuels Management Flight work for the contractor has vastly improved our relationship and increased training opportunities," she said.

Tech. Sgt. Justin Rogers, noncommissioned officer in charge of the fuels information service center, said because the flight manages so many different types of fuels and resources, including seven Jet AA fuel tanks and two ground fuels service stations, the system is quite complex.

"The flight manages more than two million gallons of fuel annually," Rogers said. "Our fuels are piped throughout the ground in a loop and progress through fuel separators to ensure the fuels are very, very clean and no contaminants go into the aircraft."

The training proved beneficial to all involved.

"Training during the week has given us a better opportunity to get hands-on with more aircraft runs and allows us to build relationships with our partner contractors," Rogers said. #ReserveReady

(Zimpfer is assigned to the 445th Airlift Wing public affairs office.)

Ready for Anything

CBRNE defense course keeps Airmen prepared

By Senior Airman Noah J. Tancer

The 910th Civil Engineer Squadron taught chemical, biological, radiological, nuclear and high-yield explosives, commonly called CBRNE, defense courses during the 910th Airlift Wing's January unit training assembly at Youngstown Air Reserve Station, Ohio.

Reserve Citizen Airmen are required to remain current in CBRNE skills to remain consistent with the wing's mission statement of, "Combat ready NOW...for tomorrow's fight!" Within about an hour-and-a-half, the class covers three main sections: CBRNE hazards, protective equipment and CBRNE attack response.

The class began with a presentation on symptoms of exposure in chemical warfare and defending against different CBRNE threats. The presentation also

contained an overview of alert color levels, force protection condition levels and the corresponding mission-oriented protective posture gear levels and procedures appropriate to each of the scenarios.

The Airmen then inspected their M50 gas masks and Mission-Oriented Protective Posture gear and received an explanation of each piece's location, purpose and donning procedures. The presentation finished with a walkthrough of team responsibilities after an attack. Participants practiced donning and doffing all their gear and performing buddy checks on their wingmen and were inspected by the course instructor.

"CBRNE training is important so that Airmen have the skills to protect themselves in the event of a chemical,

biological, radiological, nuclear, or high-yield explosives attacks," said Senior Airman Donald Duda, an emergency management member assigned to the 910th Civil Engineer Squadron.

The CBRNE course is one of many courses Airmen take to ensure the United States Air Force is the best prepared Air Force in the world. *#ReserveReady* (Tancer is assigned to the 910th Airlift Wing public affairs office.)

Left to right, Staff Sgt. Cody Dorner dons his mission-oriented protective posture gear, Senior Airman Donald Duda provides instruction and Maj. Keisha Wolfe dons her M50 gas mask during a 910th Airlift Wing chemical, biological, radiological, nuclear and high-yield explosives defense course at Youngstown Air Reserve Station, Ohio. (Staff Sgt. Noah J. Tancer)



AFR major promotion, captain continuation boards postponed

The Calendar Year 2021 Air Force Reserve Major Line and Nonline Promotion Board has been rescheduled for March 29, pushing it back two months from its original date of January 29. This change is due to new Department of Defense and Department of the Air Force requirements, and the time needed to implement them.

As a result of the changes to the major promotion boards, the captain continuation boards have also been postponed and will be held immediately following the major promotion boards.

Headquarters Air Reserve Personnel Center has made the necessary changes to the convening notice and will be releasing additional information regarding the new requirements once they receive them from the Secretary of the Air Force.

The board convening notices for the CY21 USAFR Major Line and Nonline Promotion Board (ARPCM 20-18) and USAFR Captain Continuation Board (ARPCM 20-30) can be found on myPers.

Eligibility requirements have changed due to the new convening date. Reservists should note that the one-year requirement on the Reserve Active Status List is now March 29, 2020.

Field orientation videos now available

Headquarters Air Reserve Personnel Center Public Affairs has produced and published videos from the November 2020 Air Reserve Component field orientation event, which was held virtually.

These videos target the Air Force Reserve force support squadrons and military personnel units, but information in several of the videos is also good for every Airman. Some examples are retirements, points and promotion boards for officers, to name a few.

The videos can be viewed either on the ARPC YouTube playlist (currently not accessible via Air Force networks) or via the Defense Visual Information Distribution site.

If you or your unit has questions about any of these topics or have an active help ticket, please use myPers for all

communication and transactions relating to your inquiry. This is the most efficient way to execute a transaction start to finish. Please do not directly contact HQARPC members for assistance as this places information in multiple places and makes it difficult to track and keep a record of your transaction.

TAP reform helps Reservists

Until recently, Reserve Citizen Airmen were required to complete the Transition Assistance Program with every new 180 day set of military orders. With new reforms enacted by Congress, Reservists are no longer required to attend TAP with every 180 day set of orders, according to the policy.

The policy ensures all Reserve members will complete the TAP mandates after serving their first 180 continuous days or more on active duty but they will not be required to attend all of the mandates for every 180 days on orders after that.

Reservists can voluntarily attend TAP workshops and briefings while on additional orders as the program provides a wide array of information on topics including, VA benefits, educational benefits, employment assistance and retirement planning.

"TAP has a wealth of beneficial information for our Reservists," Mandie Holovach, Air Force Reserve Command Airman and Family Readiness program specialist, said. "The new policy will ensure members receive the valuable information presented in a timely and beneficial way."

The updated policy also states that if a Reserve member is TAP eligible at their final separation or retirement, they will be required to attend the VA benefits briefing, if they have not attended within the past five years, to ensure they are aware of all VA benefits before ending their military service.

Reservists should contact their local Airman and Family Readiness office for information on how to complete TAP requirements. For further details, please go to www.DODTAP.mil or email questions to A1.RZ.workflow@us.af.mil on mil-Connect. *#ReserveReady #ReserveReform*

Flexible and Resilient

Pacific Reservists overcome COVID-19 challenges to host Yellow Ribbon event

By Tech. Sgt. Garrett Cole

The stress associated with deployments can pose one of the biggest challenges Airmen face before going “down range.” The Yellow Ribbon Program is there to help assist Reservists in obtaining the necessary tools to alleviate stress before deploying. During the challenges of the COVID-19 pandemic, the 624th Regional Support Group, Joint Base Pearl Harbor-Hickam, Hawaii, found a way to facilitate the program virtually for the first time.

Active-duty military members who have deployed become well-accustomed to the deployment process, and its assembly-line style, ensuring members get out the door safely and ready for what’s to come. For Reservists, however, the process is a bit more complex. And with the ongoing pandemic, the challenges are even greater. Reservists have multiple priorities to juggle as they and their families prepare for what is to come, including

Reserve Citizen Airmen from the 624th Regional Support Group participate during a Yellow Ribbon predeployment event held at the 48th Aerial Port Squadron at Joint Base Pearl Harbor Hickam, Hawaii. (Tech. Sgt. Garrett Cole)



coordinating with a civilian job, family care and financial responsibilities.

“I’ve been deployed a few times, but you really don’t know how to deal with some of the challenges,” said Senior Master Sgt. Andre Valentine, the 624th RSG Yellow Ribbon representative. “There are so many programs out there to tap into, and as the military has evolved over the past couple of years, those programs have grown as well.”

Reservists train to be mission-ready. Leading up to deployment, checking off numerous boxes in a standardized routine helps to confirm readiness. Yet, even the most thorough checklist can’t account for all potential stressors, and that’s where the Yellow Ribbon Program helps.

“The Yellow Ribbon Program is an incredibly valuable platform for our Reserve Citizen Airmen and their families so they have the tools they need,” said Col. Athanasia Shinas, 624th Regional

Support Group commander. “It’s especially important to ensure our team is ready for deployment, even in the midst of a pandemic.”

“The typical Yellow Ribbon event is hosted at a central venue,” said Valentine. “Members fly out to a hotel with their families and participate in a variety of programs. Events are scheduled all weekend, which includes a variety of breakout sessions covering a wide range of valuable information.”

Because 624th RSG deployers weren’t able to travel due to COVID-19 precautions, they were encouraged to attend locally and virtually. The 48th Aerial Port Squadron was able to host its first-ever virtual Yellow Ribbon event and adhere to social and physical distancing protocols.

“The content of the event remained the same,” said Valentine. “The main difference is that we didn’t have the travel incentives. But all the information that pre-deployers normally get, we were able to provide.”

Shinas expressed support for the program in her opening comments.

“This program is a vital part of maintaining resiliency and showing our Airmen that we have their backs,” said Shinas. “It’s critical that we still pressed forward in holding the event. Resiliency starts at the home front and carries on to every aspect of who we are. The deployers and their families are all part of our ‘ohana, and it’s imperative that we consider everyone’s wellbeing and provide them with the support to thrive in what can be a challenging period.”

During an event, the tools and resources provided are just one facet. Valentine also added that the interaction between attendees helps provide a sense of community.

For more information on the Yellow Ribbon Program, visit the Air Force Reserve Command Yellow Ribbon website at <http://www.afrc.af.mil/AboutUs/YellowRibbon.aspx> and the DoD Yellow Ribbon website at <http://www.yellowribbon.mil>. #ReserveReady #ReserveResilient

(Cole is assigned to the 624th Regional Support Group public affairs office.)

Breaking Barriers

Expeditionary wing selects first woman, first Reserve command chief

By Tech. Sgt. Brigitte Waltermire



Above, Chief Master Sgt. Dana Capaldi, command chief for the 379th Air Expeditionary Wing, speaks with an Airman with the 379th Expeditionary Comptroller Squadron at Al Udeid Air Base, Qatar. Below, Capaldi serves a holiday lunch to Airmen on Christmas Day. Capaldi is the first Reservist and first female command chief in the history of the 379th AEW. (Tech. Sgt. Brigitte Waltermire)



Chief Master Sgt. Dana Capaldi was recently named the first Reservist and first female command chief master sergeant for the 379th Air Expeditionary Wing, Al Udeid Air Base, Qatar.

Capaldi reported for her new assignment on Dec. 28, after being chosen for the wing’s top enlisted position by Brig. Gen. Dan Tulley, the 379th AEW commander.

“It was easy to volunteer for this opportunity,” Capaldi said. “I’ve been in the Air Force for more than 30 years and deployed multiple times. You never know going in how it will be, but I wasn’t apprehensive. Everyone in the wing has been amazing.”

Capaldi’s assignment is set to last for six months. Until now, the wing’s command chief was someone who had been in a permanent-party assignment at Al Udeid for one or two years.

“I was humbled to be chosen,” Capaldi said. “There’s a lot of trust implied because I will be deployed for the rest of (Tulley’s) tour here. My goal is to continue the forward momentum of the wing and adjust any footing that needs to be adjusted rather than altering things just for the sake of doing something while I’m here.”

Capaldi said her experience as an active-duty Airman, Reservist and Air National Guardsman along with her experience working with Army, Navy and Marine entities should help her in her new job. Prior to being selected as the 379th AEW command chief, she was the command chief for the Reserve’s 514th Air Mobility Wing, Joint Base McGuire-Dix-Lakehurst, New Jersey.

“I wasn’t apprehensive about this job because no matter where I’m a command chief, the job is to take care of our enlisted Airmen,” she said. “The only difference I have noticed is here you have more enlisted senior leaders to help get everyone mission ready. The newest experience for me is meeting our coalition partners and getting their perspectives throughout some of the immersion events about the mission I’ve gone to.”

“This is not a typical deployment experience, but I’m looking forward to using the experience I’ve gained from having been an active-duty Airman, Guardsman and Reservist.”

Capaldi said she was honored to be the first Reservist and first woman to serve as the 379th AEW’s command chief.

“There always has to be a first,” she said. “And in my case that is being a Reservist and a female command chief of the largest expeditionary wing in the world,” she said. “I never saw myself at the table when I first joined the Air Force, but we’ve grown a lot as a military and continue to grow. The unique experiences of my career allow me to be two firsts in this instance, and what I hope many other Airmen take from this moment is that they have the potential to be at the table in the future. But it is important to know that I’m here for you. No matter who I am in the history of the wing, what matters most is I’m here to help you do the mission.” #ReserveReady #ReserveResilient

(Waltermire is assigned to the 379th AEW public affairs office.)





Wingman Saves

Command stands up program to promote crisis intervention

By Staff Sgt. Matthew Matlock

Air Force Reserve Command has implemented the Wingman Saves program, an intervention initiative aimed at recognizing Reserve Citizen Airmen who take the steps necessary to identify and assist those with at-risk behaviors.

Lisa Matney, Headquarters AFRC community support program manager and Wingman Saves program coordinator, said there were 17 submissions the final quarter of 2020 alone.

"The at-risk behaviors that have been identified include but are not limited to substance abuse, depression, concerns of erratic or unusual behaviors of a member, discussions of suicidal thoughts, domestic violence, being homeless, self-harm due to medical complications, and safety concerns at home," she said. "These aren't just small acts that people are doing to help their wingmen, these are significant items."

Matney hopes that recognizing these "good deeds" not only empowers members to intervene into potentially harmful situations, but she also hopes it educates others on the steps necessary to identify at-risk behaviors and the resources that are available to them -- resources she says are vastly underutilized.

"We need people to utilize the resources that are at the installations to help them. The nominees recognized during the December CAB [Community Action Board] utilized both on and off base resources and ultimately got the member the help they needed," she said.

Matney said some wingmen intervened in potential suicides using their suicide awareness training, the ACE method, Ask, Care, Escort. The wingmen also contacted their chaplains, first sergeants or commanders to help coordinate resources and

additional leadership guidance. Members affected were also referred to local medical facilities, or to the base mental health office in some situations.

"Funding was even secured to help a member get private lodging who had a safety concern while living in their own home," she said.

All members should be aware of the resources available to them. If they see or hear something, be an active bystander, even if it's by doing something small.

"We have not established parameters on how people can be recognized by the deeds that are being done. You don't have to just give CPR to someone to save their life," she said. "For a family that is struggling to make ends meet, something as simple as putting food on the table can be life or death, and that is what we are trying to promote."

To nominate someone for actions that led to the care of a member or their family, fill out the Wingman Saves "Intervention" Submission Form, located on the A1 SharePoint (CAC required), and submit it to A1.RZ.Workflow@us.af.mil.

Submissions will be routed for review. Wingmen selected for recognition will be presented with a Headquarters AFRC resiliency coin from their leadership and given a certificate of appreciation.

For more information on the Wingman Saves program, reach out to your local Airman and Family Readiness Center.

#ReserveResilient

(Matlock was assigned to the Headquarters AFRC public affairs office when he wrote this story.)



Individual Medical Requirements Are Your Responsibility

By Col. Amy Boehle



Staying current on individual medical readiness is mandatory to ensure readiness for duty and continued qualification for military service. It is your responsibility to stay current on your annual physical health assessment, dental exam, immunizations and lab work.

The annual physical and periodic labs ensure you have not developed conditions that would necessitate treatment and/or appropriate documentation; dental exams ensure you don't have conditions that would require specialized dental care; and immunizations ensure you are protected from developing health conditions that could hinder your ability to accomplish the mission.

Most Individual Reservists get great service from their active-duty military treatment facilities and that support is vital for staying current on these mandatory readiness items. I am also aware some IRs have trouble getting readiness appointments at their MTFs. The most common challenges I see are lack of availability, IRs being "in status versus out of status" and IRs requesting service from MTFs located away from their base of assignment. However, these medical readiness items must be accomplished and I'm asking you to work with your supervisor, commander, detachment commander and local MTFs to stay current.

As a reminder, you are not required to be in status to schedule an appointment, but you must be in status to complete



It is the responsibility of all Reservists to stay current on their annual physical health assessment, dental exam, immunizations and lab work.


the appointment. IRs are often turned away by their MTFs because the medical system does not show off-duty Reservists as being in any military status and "not eligible" to be seen. This is where your supervisor and commander can help. They are available to facilitate that discussion with your MTF. Also, the RIO medical team recently created two memos to assist both you and active-duty MTFs with this challenge. Each memo cites the Air Force instructions, Department of Defense instructions and Defense Health Agency regulations, and explains that Reservists can make appointments and be seen for specific readiness items without being on long-tour orders. The memos also include information on getting readiness tasks completed with sister services, and arranging for fitness testing.

I recommend you carry a copy of these memos with you and have them available to show the MTF when making and completing appointments. These memos help you stay informed and familiarize your nearby MTFs with the Reserve-specific regulations on how to provide the required support and care. We are incredibly grateful for the support of the active-duty medical community for taking care of our IRs; these memos just make it easier for them to do so.

Another resource available to you is the Reserve Health Readiness Program, which is a nationwide network of non-military providers who provide some individual medical readiness services with no out-of-pocket expense. The use of RHRP services is only authorized if you reside more than 40 miles away from an MTF or after you make every attempt to schedule individual medical readiness appointments with the MTF nearest your home of record. To use the RHRP, you must submit a myPers incident requesting the individual medical readiness services you need to HQ RIO IRM. Once the request is submitted and approved, you will be contacted by Logistics Health Incorporated to schedule an appointment.

Both MTF memos and the RHRP memo are available on the HQ RIO website under the Resources tab.

Thanks for all you do! *#ReserveReady* (Boehle is the commander of HQ RIO)

A person in military uniform stands on a cargo loader inside a large aircraft, looking out at a runway. The aircraft's cargo door is open, revealing a bright, sunny day outside. The runway is paved and stretches into the distance. Other personnel and equipment are visible on the tarmac. The image is taken from a low angle, looking out from the aircraft's cargo bay.

HOLIDAY DELIVERY: Staff Sgt. Traci McGill, a loadmaster assigned to the 315th Airlift Wing, Joint Base Charleston, South Carolina, helped deliver nearly 7,200 pounds of much-needed medical equipment to the Caribbean nation of Belize on Dec. 20. Missions like these are made possible by the Denton Amendment, a State Department/U.S. Aid program allowing the delivery of donated humanitarian aid to fly on Air Force assets on a space-available basis. (Lt. Col. Wayne Capps)